

Subject Description Form

Subject Code	APSS324																	
Subject Title	Human Capital Development																	
Credit Value	3																	
Level	3																	
Pre-requisite / Co-requisite/ Exclusion	<u>Pre-requisite :</u> APSS331 Management in Human Services																	
Assessment Methods	<table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="width: 60%;">100% Continuous Assessment</th> <th style="width: 20%;">Individual Assessment</th> <th style="width: 20%;">Group Assessment</th> </tr> </thead> <tbody> <tr> <td>1. Term Paper</td> <td style="text-align: center;">50%</td> <td style="text-align: center;">--</td> </tr> <tr> <td>2. Class Presentation and Participation</td> <td style="text-align: center;">20%</td> <td style="text-align: center;">--</td> </tr> <tr> <td>3. Reflection Paper</td> <td style="text-align: center;">10%</td> <td style="text-align: center;">--</td> </tr> <tr> <td>4. Quiz</td> <td style="text-align: center;">20%</td> <td style="text-align: center;">--</td> </tr> </tbody> </table>			100% Continuous Assessment	Individual Assessment	Group Assessment	1. Term Paper	50%	--	2. Class Presentation and Participation	20%	--	3. Reflection Paper	10%	--	4. Quiz	20%	--
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<ul style="list-style-type: none"> The grade is calculated according to the percentage assigned; The completion and submission of all component assignments are required for passing the subject; and Student must pass all the components if he/she is to pass the subject. 																		
Objectives	The subject aims to enable students to: <ol style="list-style-type: none"> 1. develop awareness of the importance of human capital in human services sector, 2. become sensitive to the changing environments and its implications for human capital development and human resource management in global and local contexts, 3. learn the formulation of a manpower plan for achieving organizational goals and enhancing managerial efficiency, 4. be familiar with the process of human capital management, including manpower planning, recruitment, orientation, job induction, staff development, performance assessment, promotion and deployment, and 5. understand the conflicting values and complex dynamics of decision making related to human resources at societal, organizational, and individual levels. 																	
Intended Learning Outcomes	Upon completion of the subject, students will be able to: <ol style="list-style-type: none"> a. identify the importance of human capital in the contexts of social, political, and economic development. b. observe critically the changing social environments, and to understand their 																	

	<p>implications for human capital development in global and local contexts.</p> <p>c. deal with the process of human capital development in organizational context, including manpower planning, recruitment, orientation, job induction, staff development, performance assessment, promotion and deployment.</p> <p>d. re-think the values and complex dynamics of decision making related to human capital at societal, organizational, and individual levels, as well as</p> <p>e. formulate a personalized individual career and life plan for oneself.</p>																																															
Subject Synopsis/ Indicative Syllabus	<ol style="list-style-type: none"> 1. Importance and significance of human capital in public sector and not-for-profit organizations 2. Concepts, context, content and process of human capital development 3. Strategic view of human resource management development in organizational context 4. Roles, functions and skills of a manager in the process of human resource management, including formulating manpower plan, staff development strategies, appraisal system, as well as reward and punishment mechanism 5. Controversial issues in decision making in human resource management 6. Current issues of human capital development in local context, for example, population policy, education, unemployment and labour relations 																																															
Teaching/Learning Methodology	Theories, concepts and factual knowledge will be delivered through lectures. Discussion, reflection, and exploration of contemporary human capital development issues will be covered in class discussion and debates. Case studies will also be adopted as a component of the teaching and learning process.																																															
Assessment Methods in Alignment with Intended Learning Outcomes	<table border="1"> <thead> <tr> <th rowspan="2">Specific assessment methods/tasks</th> <th rowspan="2">% weighting</th> <th colspan="5">Intended subject learning outcomes to be assessed (Please tick as appropriate)</th> </tr> <tr> <th>a</th> <th>b</th> <th>c</th> <th>d</th> <th>e</th> </tr> </thead> <tbody> <tr> <td>1. Term Paper</td> <td>50%</td> <td>✓</td> <td>✓</td> <td>✓</td> <td>✓</td> <td></td> </tr> <tr> <td>2. Class Presentation and Participation</td> <td>20%</td> <td>✓</td> <td>✓</td> <td>✓</td> <td>✓</td> <td>✓</td> </tr> <tr> <td>3. Reflection Paper</td> <td>10%</td> <td>✓</td> <td>✓</td> <td>✓</td> <td>✓</td> <td>✓</td> </tr> <tr> <td>4. Quiz</td> <td>20%</td> <td></td> <td>✓</td> <td>✓</td> <td>✓</td> <td></td> </tr> <tr> <td>Total</td> <td>100%</td> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> </tbody> </table> <p>Term Paper: Students are required to choose one of the topics or its component(s) of the subject to document a term paper of 4,000 words. In the paper, the student has to demonstrate his/her in-depth understanding and critical views related to human capital development.</p> <p>Class presentation and participation: Students will be divided into sub-groups to look into specific issues of human capital development in Hong Kong and the Chinese Mainland. They have to present their views</p>	Specific assessment methods/tasks	% weighting	Intended subject learning outcomes to be assessed (Please tick as appropriate)					a	b	c	d	e	1. Term Paper	50%	✓	✓	✓	✓		2. Class Presentation and Participation	20%	✓	✓	✓	✓	✓	3. Reflection Paper	10%	✓	✓	✓	✓	✓	4. Quiz	20%		✓	✓	✓		Total	100%					
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	<p>and organize debates/role play in the class. After the discussion, they have to summarize the views of their classmates and write an individual reflection summary.</p> <p>Quiz:</p> <p>The students have to sit for a quiz of multiple-choice questions about the knowledge in human capital development.</p>	
Student Study Effort Expected	Class contact:	
	▪ Lectures	39 Hrs.
	Other student study effort:	
	▪ Term Paper	32 Hrs.
	▪ Class presentation and participation	10 Hrs.
	▪ Self-directed studies: reading	39 Hrs.
	Total student study effort	120 Hrs.
Medium of Instruction	English supplemented with Chinese	
Medium of Assessment	English	
Reading List and References	<p><u>Essential:</u></p> <p>Swanson, R. A., & Holton, E. F. III (2009). <i>Foundations of human resource development</i> (2nd ed.). San Francisco, CA: Berrett-Koehler.</p> <p><u>Supplementary:</u></p> <p>Boxall, P., Purcell, J., & Wright, P. (2007). <i>The Oxford handbook of human resources management</i>. Oxford: Oxford University Press.</p> <p>Chan, A. W., Mak, W. M., & Bannister, B. J. (2002). <i>Managing human resources in Hong Kong</i> (3rd ed.). Hong Kong: Thomson.</p> <p>Davenport, T. O. (1999). <i>Human capital: What it is and why people invest</i>. San Francisco: Jossey-Bass.</p> <p>DeCenzo, D. A. (2005). <i>Fundamentals of human resource management</i>. Hoboken, NJ: John Wiley.</p> <p>Desseler, G. (2009). <i>A Framework for human resource management</i> (5th ed.). Upper Saddle River, NJ: Prentice-Hall.</p> <p>Hopkins, K., & Austin, M. (2004). <i>Supervision as collaboration in the human services: Building a learning culture</i>. Thousand Oaks, CA: Sage.</p> <p>Ingham, J. (2007). <i>Strategic human capital management: Creating value through</i></p>	

	<p><i>people</i>. Oxford: Butterworth-Heinemann.</p> <p>Ivancevich, J. (2010). <i>Human resource management</i> (11th ed.). New York: McGraw-Hill.</p> <p>Stewart, G. (2009). <i>Human resource management: Linking strategy to practice</i>. New York: John Wiley & Sons.</p> <p>Swanson, R. A. (2001). <i>Assessing the financial benefits of human resource development</i>. Cambridge, MA: Perseus.</p> <p>Tsui, A. P. Y. & Lai, K. T. Eds. (2009). <i>Professional practices of human resource management in Hong Kong: Linking HRM to organizational success</i>. Hong Kong: Hong Kong University Press.</p>
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